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EXAMINER

FLEURANTIN, JEAN B

ART UNIT	PAPER NUMBER
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2172

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9

Please find below and/or attached an Office communication concerning this application or proceeding.

Office Action Summary

Application No.

09/918,851

Applicant(s)

MCCALL ET AL.

Examiner

Jean B Fleurantin

Art Unit

2172

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --
Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133).
- Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) ☒ Responsive to communication(s) filed on 10 October 2003.
- 2a) ☐ This action is FINAL. 2b) ☒ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) ☒ Claim(s) 1-187 is/are pending in the application.
- 4a) Of the above claim(s) 61-187 is/are withdrawn from consideration.
- 5) ☐ Claim(s) _____ is/are allowed.
- 6) ☒ Claim(s) 1-60 is/are rejected.
- 7) ☐ Claim(s) _____ is/are objected to.
- 8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) ☐ The specification is objected to by the Examiner.
- 10) ☐ The drawing(s) filed on _____ is/are: a) ☐ accepted or b) ☐ objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. §§ 119 and 120

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
a) ☐ All b) ☐ Some * c) ☐ None of:
1. ☐ Certified copies of the priority documents have been received.
2. ☐ Certified copies of the priority documents have been received in Application No. _____.
3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).
* See the attached detailed Office action for a list of the certified copies not received.
- 13) ☐ Acknowledgment is made of a claim for domestic priority under 35 U.S.C. § 119(e) (to a provisional application) since a specific reference was included in the first sentence of the specification or in an Application Data Sheet. 37 CFR 1.78.
a) ☐ The translation of the foreign language provisional application has been received.
- 14) ☐ Acknowledgment is made of a claim for domestic priority under 35 U.S.C. §§ 120 and/or 121 since a specific reference was included in the first sentence of the specification or in an Application Data Sheet. 37 CFR 1.78.

Attachment(s)

- 1) ☒ Notice of References Cited (PTO-892) 4) ☐ Interview Summary (PTO-413) Paper No(s). _____
- 2) ☒ Notice of Draftsperson's Patent Drawing Review (PTO-948) 5) ☐ Notice of Informal Patent Application (PTO-152)
- 3) ☒ Information Disclosure Statement(s) (PTO-1449) Paper No(s) 5 . 6) ☐ Other: _____

DETAILED ACTION

1. This is in response to amendment filed on October 10, 2003, in which Group 1 consisting of claims 1-60 in Paper No. 8 has been elected by applicant. Claims 61-187 are canceled. Claims 1-60 are presented for examination.

Information Disclosure Statement

2. The information disclosure statement (IDS) file on 11/09/01 (Paper No. 5) complies with the provisions of M.P.E.P. 609. It has been placed in the application file. The information referred to therein has been considered as to merits. (See attached form).
3. The Miscellaneous papers filed on 09/05/01 (Paper No. 2) and 11/05/01 (Paper No. 3) have been entered.

Drawings

4. The drawings filed on November 05, 2001 are approved by the Draftsperson under 37 CRF 1.84 or 1.152 as indicated in the "Notice of Draftsperson's Patent Drawing Review," PTO-948.

Claim Objections

5. Claims 1, 7, 9, 36, 37 and 59 are objected to because of the following informalities: Claims 1, 7, 9, 36, 37 and 59 recite a step for facilitating the creation of a specific function. It is noted that the language used therein does not require that the specific functions are created or implemented. Applicant is advised to make appropriate changes if the noted functions are intended to be created or implemented.

Appropriate correction is required.

Claim Rejections - 35 USC § 101

6. 35 U.S.C. 101 reads as follows:

Whoever invents or discovers any new and useful process, machine, manufacture, or composition of matter, or any new and useful improvement thereof, may obtain a patent therefor, subject to the conditions and requirements of this title.

Claims 1-20 are rejected under 35 U.S.C. 101 because the claimed invention is directed to non-statutory subject matter.

The basis of this rejection is set forth in a two prong test of:

- (1) whether the invention is within the technological arts; and
- (2) whether the invention produces a useful, concrete and tangible result.

For a claimed invention to be statutory, the claimed invention must be within the technological arts. Mere ideas in the abstract (i.e., abstract idea, law of nature, natural phenomena) that do not apply, involve, use or advance the technological arts fail to promote the "progress of science and the useful arts" (i.e., the physical sciences as opposed to social sciences, for example) are found to be non-statutory subject matter.

For a process claim to pass muster, the recited process or method must somehow apply, involve, use, or advance the technological arts. In the present case, claims 1-20 do not recite any structure or functionality to suggest that a computer performs the recited claims. Thus, claims 1-20 are rejected as being directed to non-statutory subject matter

Claim Rejections - 35 USC § 102

7. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

A person shall be entitled to a patent unless –

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

Claims 1-60 are rejected under 35 U.S.C. 102(e) as being by 6,385,620 issued to Kurzius et al. ("hereinafter Kurzius").

As per claim 1, Kurzius discloses, "a method of reciprocally publishing and matching data files" as a means of comparing the candidate qualification data to a candidate map, (see col. 2, lines 34-35), the method comprising the steps of:

“facilitating the creation of a Category A data file having a first set of characteristics defined utilizing a common language architecture” as use of a system that target particular individuals to receive communications of job posting based on characteristics of those newsgroups, (see col. 19, lines 29-32);

“facilitating the creation of a Category B data file having a second set of characteristics defined utilizing the common language architecture” as system 10 categorizes and profiles in order to automatically match suitable candidates to suitable jobs, (see col. 3, lines 63-65);

“and matching characteristics in the Category A data file to characteristics in the Category B data file using the common language architecture” as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46), and column 15, lines 3-6.

As per claim 2, Kurzius discloses, “wherein the first set of characteristics includes a subset of desired Category B characteristics” as a candidate matching process is performed by which particular job criteria for a particular job posting are matched to candidate qualification data of candidate record 108, (see col. 15, lines 3-6).

As per claim 3, Kurzius discloses, “wherein the Category A data file describes a job-seeker, and the desired Category B characteristics are desired job characteristics” as a candidate matching process is performed by which particular job criteria for a

particular job posting are matched to candidate qualification data of candidate record 108, (see col. 15, lines 3-6).

As per claim 4, Kurzius discloses, "wherein the Category A data file describes a job, and the desired Category B characteristics are desired characteristics of a job-seeker" as a particular job posting refers candidate's skills proficiency, (see col. 17, lines 57-60).

As per claim 5, Kurzius discloses, "wherein the second set of characteristics includes a subset of desired Category A characteristics" as a candidate proficiency form 1500 that is used by a candidate to specify a level expertise for one or more candidate qualifications, (see col. 17, lines 35-37).

As per claim 6, Kurzius discloses, "wherein the Category A data file describes a job-seeker, and the desired Category B characteristics are desired job characteristics" as a candidate matching process is performed by which particular job criteria for a particular job posting are matched to candidate qualification data of candidate record 108 (see col. 15, lines 3-6), "and wherein the Category B data file describes a job, and the desired Category A characteristics are desired characteristics of a job-seeker" as a particular job posting refers candidate's skills, (see col. 17, lines 57-60)

As per claim 7, Kurzius discloses, "wherein the step of facilitating the creation of a Category A data file includes the step of organizing the data in the Category A data file under a first set of primary headings" as a means of having candidates directly enter qualification data into a preformatted candidate survey form like the one described in figures 14A through 15, whether or not submitted with an electronic resume allows a recruiter or automated system to perform text searches and directly evaluate the suitability of a candidate for a particular job (see col. 15, lines 60-66), "as described by applicant's disclosure page 33, line 16 to page 34, line 13", "wherein the step of facilitating the creation of a Category B data file includes the step of organizing the data in the Category B data file under a second set of primary headings" as an employer database 123 and a job posting review template 126, job posting database 122 is composed of a plurality of job posting records 124 that are generated from job posting submissions received from web server 20 (see col. 7, lines 9-16), "and wherein each of at least some of the first set of primary headings corresponds to a respective member of the second set of primary headings" as the recruiter is presented with candidate profile options associated with the selected candidate profile, (see col. 12, lines 59-62); and figures 14A, 14B, column 16, lines 11-56.

As per claim 8, Kurzius discloses, "wherein each of a majority of the first set of primary headings corresponds to a respective member of the second set of primary headings" as the recruiter is presented with candidate profile options associated with the selected candidate profile, (see col. 12, lines 59-62); and figures 14A, 14B, column

16, lines 11-56, and the job posting having a hierarchy of links found on column 10, lines 53-67.

As per claim 9, Kurzius discloses, "wherein the step of facilitating the creation of a Category A data file further includes the step of organizing the data in the Category A data file under a first set of secondary headings" as a means of having candidates directly enter qualification data into a preformatted candidate survey form like the one described in figures 14A through 15, whether or not submitted with an electronic resume allows a recruiter or automated system to perform text searches and directly evaluate the suitability of a candidate for a particular job (see col. 15, lines 60-66), "wherein the step of facilitating the creation of a Category B data file includes the step of organizing the data in the Category B data file under a second set of secondary headings" as employer database 123 includes general information about employer who may have job postings included within job posting database 123 (see col. 7, lines 20-22), "wherein the first and second sets of secondary headings are organized under the first and second sets of primary headings, respectively" , "and wherein each of at least some of the first set of secondary headings corresponds to a respective member of the second set of secondary headings" as the recruiter is presented with candidate profile options associated with the selected candidate profile, (see col. 12, lines 59-62); and figures 14A, 14B, column 16, lines 11-56.

As per claim 10, Kurzius discloses, "wherein each of a majority of the first set of secondary headings corresponds to a respective member of the second set of secondary headings", (see figures 14A, 14B, col. 16, lines 11-56).

As per claim 11, Kurzius discloses, "wherein each of substantially all of the first set of secondary headings corresponds to a respective member of the second set of secondary headings", (see figures 14A, 14B, col. 16, lines 11-56).

As per claim 12, Kurzius discloses, "further comprising the step of providing a plurality of standardization mechanisms, and wherein the step of matching step includes automatically comparing at least 75% of the characteristics in the Category A data file to corresponding characteristics in the Category B data file using a standardization mechanism" as candidate profiles that match job criteria listed in the new job posting may then be ranked according to a qualitative scale, (see col. 15, lines 8-11).

As per claim 13, Kurzius discloses, "further comprising the step of providing a plurality of standardization mechanisms, and wherein the step of matching step includes automatically comparing at least 75% of the characteristics in the Category B data file to corresponding characteristics in the Category A data file using a standardization mechanism" as candidate profiles that match job criteria listed in the

new job posting may then be ranked according to a qualitative scale, (see col. 15, lines 8-11).

As per claim 14, Kurzius discloses, "wherein one of the standardization mechanisms is the comparison of a yes/no Category A characteristic to a yes/no Category B characteristic", (col. 12, line 63 to col. 13, line 9) and figure 14A.

As per claim 15, Kurzius discloses, "wherein one of the standardization mechanisms is the comparison of a Category A characteristic selected from a list to a Category B characteristic selected from the same list" as to compare qualification data to a candidate map and assign each candidate identifier to one of a plurality of categories of the candidate map in response to the compared candidate qualifications data, (see col. 2, lines 20-24), and column 18, lines 2-3, and column 15, line 7 to column 16, line 5.

As per claim 16, Kurzius discloses, "wherein one of the standardization mechanisms is the comparison of a plurality of Category A characteristics selected from a list to a plurality of Category B characteristics selected from a list" as the candidate is presented with an index of job posting, it should be noted that several levels of job postings may exist, for example the index may organized into fields with each selected field displaying an index of job types within a particular field, (see col. 10, lines 54-58), and column 15, line 7 to column 16, line 5.

As per claim 17, Kurzius discloses, "wherein one of the standardization mechanisms is the comparison of a numerical Category A characteristic to a numerical Category B characteristic" as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46, column 15, line 7 to column 16, line 5 and column 21, lines 33-44).

As per claim 18, Kurzius discloses, "wherein the numerical Category A characteristic is a range of possible numerical values" as a candidate engine 38 may include matching algorithms and listed hierarchies of matching criteria wherein different weights can be assigned to different criteria, (see col. 8, lines 31-35, column 15, line 7 to column 16, line 5 and column 21, lines 33-44).

As per claim 19, Kurzius discloses, "wherein the numerical Category B characteristic is a range of possible numerical values" as the form includes fields corresponding to the qualifications such that the candidate can indicate a professed proficiency level or rating for each item of candidate qualification data listed on the candidate proficiency form, (see col. 10, lines 20-24, column 15, line 7 to column 16, line 5 and column 21, lines 33-44).

As per claim 20, Kurzius discloses, "wherein one of the standardization mechanisms is the comparison of a Category A characteristic selected from a multi-

tiered library of characteristics to a Category B characteristic selected from the same multi-tiered library” as candidate qualification data entered by a potential candidate using web server 20 is organized and stored in a candidate record 108, candidate map 104 may be either a single or multi-dimensional index having one or more tiers or levels of candidate qualifications under which candidate records 108 are listed by a plurality of candidate identifiers 110, (see col. 6, lines 30-33).

As per claim 21, Kurzius discloses,, “a method of reciprocally publishing and matching data files” as a means of comparing the candidate qualification data to a candidate map, (see col. 2, lines 34-35), the method comprising the steps of:

“storing a Category A data file having a first set of characteristics” as a means of storing the received candidate profile in a candidate record, (see col. 2, line 30);

“storing a Category B data file having a second set of characteristics” as a database 30 includes a storage of job candidate qualification data and job posting information, (see col. 4, lines 33-39), and column 7, lines 9-22;

“associating a Category A enhancement object with the Category A data file” as to store the received candidate profile in a candidate record and generate a plurality of candidate identifiers associated with the parsed candidate qualification data, (see col. 2, lines 15-18);

“associating a Category B enhancement object with the Category B data file” as employer database 123 includes general information about employers who may have job postings included within job posting database 122, (see col. 7, lines 20-22);

“and automatically matching the Category A data file to the Category B data file” as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46) “at least partially on the basis of the contents of the respective Category A and Category B enhancement objects” as a means of corresponding to the skills qualifications and experiences, such that the candidate can indicate a professed proficiency level or rating for each item of candidate qualification data listed on the candidate proficiency form, (see figure 15, col. 10, lines 14-25).

As per claim 22, Kurzius discloses, “wherein the Category A data file describes a job-seeker” as a particular job posting refers candidate’s skills proficiency, (see col. 17, lines 57-60).

As per claim 23, Kurzius discloses, “wherein the Category B data file describes a job” as indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences and desired position, (see col. 8, lines 45-51).

As per claim 24, Kurzius discloses, “wherein the Category A enhancement object is an assessment of the thinking styles of the job-seeker, and wherein the Category B enhancement object is an assessment of the thinking styles required by the job” as candidate map 104 includes main indexing categories 402, in which main

indexing categories 402 may refer to technical qualifications, skills, experiences and desired position, (see col. 8, lines 41-51).

As per claim 25, Kurzius discloses, "wherein the Category A enhancement object is an assessment of the work preferences of the job-seeker, and wherein the Category B enhancement object is an assessment of the work styles required by the job" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences and desired position, (see col. 8, lines 41-51).

As per claim 26, Kurzius discloses, "wherein the Category A enhancement object is an assessment of the professional skills possessed by the job-seeker, and wherein the Category B enhancement object is an assessment of the professional skills required by the job" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences and desired position, (see col. 8, lines 41-51).

As per claim 27, Kurzius discloses, wherein the step of automatically matching the data files on the basis of the respective enhancement objects includes the step of automatically matching the data files at least partially on the basis of a comparison of the Category A enhancement object to the Category B enhancement object" as a

method of automated comparing the candidate qualification data to a map candidate, (see col. 2, lines 26-37).

As per claim 28, Kurzius discloses, "a method further comprising the steps of: in response to a command from a first user, facilitating the creation of the Category A enhancement object on the basis of input from the first user" (column 5, lines 49-62 and figure 3, element 108);

in response to a command from a second user, facilitating the creation of the Category B enhancement object, wherein the creation of the Category B enhancement object occurs independently from the input provided by the first user (column 7, lines 8-22 and figure 3, element 124).

As per claim 29, Kurzius discloses "a method of reciprocally publishing and matching data files" as a means of comparing the candidate qualification data to a candidate map, (see col. 2, lines 34-35), the method comprising the steps of:

"storing a Category A data file having a set of characteristics corresponding to a Category A item" as means of storing the received candidate profile in a candidate record, (see col. 2, line 30);

"storing a Category B data file having a set of characteristics corresponding to a Category B item" as employer database 123 includes general information about employers who may have job postings included within job posting database 122, (see col. 7, lines 20-22);

“associating a plurality of Category A enhancement objects with the Category A data file” as to parse candidate qualification data in response to receiving a candidate profile (see col. 2, lines 13-16), “wherein each Category A enhancement object comprises a collection of supplemental data corresponding to the Category A item and arranged in object form” as to store the received candidate profile in a candidate record and generate a plurality of candidate identifiers associated with the parsed candidate qualification data, in which each candidate identifier being linked to the candidate record, (see col. 2, lines 15-19);

“and matching the Category A data file to the Category B data file” as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46).

As per claim 30, Kurzius discloses, “further comprising the step of providing the Category A data file, together with the Category A enhancement objects, to a Category B user” as an input corresponding to one of the candidate options is received by candidate web engine 22 in response to a selection of the candidate, the candidate option input received by candidate web engine 22 is compared to candidate option identifiers was selected by the candidate, (see col. 9, lines 25-31).

As per claim 31, Kurzius discloses, “further comprising the step of enabling the Category B user to choose whether to access any of the Category A enhancement objects with the Category A data file” as a means of sorting upon receiving a selected posting category from a candidate such that job posting records 124 presented to the

candidate in the selected job posting category will be current as of the time of selection, (col. 11, lines 3-11).

As per claim 32, Kurzius discloses, "the method further comprising the step of associating a plurality of Category B enhancement objects with the Category B data file" as employer database 123 includes general information about employers who may have job postings included within job posting database 122, (see col. 7, lines 20-22).

As per claim 33, Kurzius discloses, "the method further comprising the step of providing the Category B data file, together with the Category B enhancement objects, to a Category A user" as a means of sorting upon receiving a selected posting category from a candidate such that job posting records 124 presented to the candidate in the selected job posting category will be current as of the time of selection, (col. 11, lines 3-11).

As per claim 34, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the plurality of Category A enhancement objects are selected from the group consisting of a thinking styles assessment object, a work preferences assessment object, a professional skills assessment object, a mission statement and core values object, a past experiences timeline object, and a virtual interview object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational

background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 35, Kurzius discloses, "wherein the Category A item is a job opening" as the candidate is presented with further options to review job postings using the review job postings procedure (see col. 9, lines 37-39), "and wherein the plurality of Category A enhancement objects are selected from the group consisting of a preferred thinking styles assessment object, a preferred work preferences assessment object, a preferred professional skills assessment object, a day-in-the-life object, an organizational overview object, a group culture object, a relationship map object, and a virtual interview object" as the candidate as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 36, Kurzius discloses, "a method of reciprocally publishing and matching data files" as a means of comparing the candidate qualification data to a candidate map, (see col. 2, lines 34-35), the method comprising the steps of:

"storing a Category A data file having a set of characteristics corresponding to a Category A item" as means of storing the received candidate profile in a candidate record, (see col. 2, line 30);

“storing a Category B data file having a set of characteristics corresponding to a Category B item” as employer database 123 includes general information about employers who may have job postings included within job posting database 122, (see col. 7, lines 20-22);

facilitating the creation of a Category A enhancement object in a standard format” as to parse candidate qualification data in response to receiving a candidate profile (see col. 2, lines 13-16), “wherein the Category A enhancement object comprises a collection of supplemental data corresponding to the Category A item and arranged in object form” as to store the received candidate profile in a candidate record and generate a plurality of candidate identifiers associated with the parsed candidate qualification data, in which each candidate identifier being linked to the candidate record, (see col. 2, lines 15-19);

“associating the Category A enhancement object with the Category A data file” as to compare the candidate qualification data to a candidate map, (see col. 2, lines 20-21);

“and matching the Category A data file to the Category B data file” as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46).

As per claim 37, Kurzius discloses, “the method further including the step of facilitating the creation of the Category A data file” as a means of generating a plurality

of candidate identifiers associated with the parsed candidate qualification, (see col. 2, lines 31-32).

As per claim 38, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a thinking styles assessment object" as the candidate as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 39, Kurzius discloses, wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a work preferences assessment object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 40, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a professional skills assessment object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills,

experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 41, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a mission statement and core values object" as candidate profiles that match job criteria listed in the new job posting may then ranked according to a qualitative scale of how well such candidate survey forms match the particular job posting, (see col. 15, lines 8-11).

As per claim 42, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a past experiences timeline object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 43, Kurzius discloses, "wherein the Category A item is a job-seeker, and wherein the Category A enhancement object is a virtual interview object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 44, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a preferred thinking styles assessment object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, (see col. 8, lines 41-50).

As per claim 45, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a preferred work preferences assessment object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, (see col. 8, lines 41-48).

As per claim 46, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a preferred professional skills assessment object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, and wherein a general position type such as project management may further defined by technical expertise, (see col. 8, lines 41-51, col. 9, lines 4-9).

As per claim 47, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a day-in-the-life object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, (see col. 8, lines 41-51).

As per claim 48, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is an organizational overview object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 49, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a group culture object" " as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, and wherein a general position type such as project management may further defined by technical expertise, (see col. 8, lines 41-51, col. 9, lines 4-9).

As per claim 50, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a relationship map object" " as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, (see col. 8, lines 41-48).

As per claim 51, Kurzius discloses, "wherein the Category A item is a job opening, and wherein the Category A enhancement object is a virtual interview object" as candidate map 104 includes main indexing categories 402, in which main indexing categories 402 may refer to technical qualifications, skills, experiences, educational background and desired position, or virtually any other piece of candidate qualification data, (see col. 8, lines 41-51).

As per claim 52, Kurzius discloses,, "a method of reciprocally publishing and matching data files" as a means of comparing the candidate qualification data to a candidate map, (see col. 2, lines 34-35), the method comprising the steps of:

"storing a Category A data file having a first set of characteristics" as a means of storing the received candidate profile in a candidate record, (see col. 2, line 30);

"storing a Category B data file having a second set of characteristics" as a database 30 includes a storage of job candidate qualification data and job posting information, (see col. 4, lines 33-39), and column 7, lines 9-22;

"identifying at least one Category A data file characteristic which must be met by the Category B data file" as a candidate matching process is performed by which particular job criteria for a particular job posting are matched to candidate qualification data of candidate record, (see col. 15, lines 8-32);

"and identifying at least one Category B data file characteristic which must be met by the Category A data file" as employers may have indicated certain job criteria that are mandatory or required for a particular job posting, (see col. 15, lines 8-32).

As per claim 53, Kurzius discloses, "the method further comprising the step of comparing the Category A data file to the Category B data file to determine if the identified Category A data file characteristic is met by the Category B data file" as a candidate matching process is performed by which particular job criteria for a particular job posting are matched to candidate qualification data of candidate record 108, (see col. 15, lines 3-6).

As per claim 54, Kurzius discloses, "the method further comprising the step of displaying the Category B data file to a Category A user only if the identified Category A data file characteristic is met by the Category B data file" as candidate matching engine 38 performs processing and matching of candidate profiles with suitable job postings, (see col. 4, lines 44-46).

As per claim 55, Kurzius discloses, "the method further comprising the step of displaying the Category A data file to a Category B user only if the identified Category A data file characteristic is met by the Category B data file" as an employer version of candidate review template 106 may include less fields or fields devoted to other information such as whether the candidate has received feedback on the displayed candidate record 108 or whether the employer wishes to indicate interest in the displayed candidate record 108, (see col. 6, lines 43-48).

As per claim 56, Kurzius discloses, "the method further comprising the step of scoring the Category A data file against the Category B data file only if the identified Category A data file characteristic is met by the Category B data file" as candidate profiles that match job criteria listed in the new job posting may then be ranked according to a qualitative scale of how well such candidate survey forms match the particular job posting, (see col. 15, lines 8-16).

As per claim 57, Kurzius discloses, "the method further comprising the step of scoring the Category B data file against the Category A data file only if the identified Category B data file characteristic is met by the Category A data file" as certain job criteria may be weighted heavier or lighter in view of assigned importance to a particular employer or a particular job posting, in which employers may have indicated certain job criteria that are mandatory or required for a particular job posting and other criteria that are preferred, (see col. 15, lines 14-19).

As per claim 58, Kurzius discloses, "the method further comprising the step of comparing the Category B data file to the Category A data file to determine if the identified Category B data file characteristic is met by the Category A data file" as a means of sorting upon receiving a selected posting category from a candidate such that job posting records 124 presented to the candidate in the selected job posting category will be current as of the time of selection, (col. 11, lines 3-11).

As per claim 59, Kurzius discloses, "the method further comprising the steps of: facilitating the selection, by a Category A user, of at least one Category A data file characteristic which must be met by the Category B data file" as a candidate matching process is performed by which particular job criteria for a particular job postings are matched to candidate qualification data of candidate record 108, (see col. 15, lines 3-6);

"and facilitating the selection, by a Category B user, of at least one Category B data file characteristic which must be met by the Category A data file" as a means of sorting upon receiving a selected posting category from a candidate such that job posting records 124 presented to the candidate in the selected job posting category will be current as of the time of selection, (col. 11, lines 3-11).

As per claim 60, Kurzius discloses, "wherein the Category A data file describes a job-seeker and the Category B data file describes a job" as a candidate matching

process is performed by which particular job criteria for a particular job posting are matched to candidate qualification data of candidate record 108, (see col. 15, lines 3-6).

Prior Art

8. The prior art of record and not relied on upon is considered pertinent to applicant's disclosure. Barney et al. U.S. Patent No. 6,070,143 relates to a method for assessing work requirements relating to jobs.

Contact Information

9. Any inquiry concerning this communication or earlier communications from the examiner should be directed to Jean B Fleurantin whose telephone number is 703-308-6718. The examiner can normally be reached on 7:30-6:00.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Mr. REENE JOHN E can be reached at **(703) 305-9790**. The fax phone number for the organization where this application or proceeding is assigned is 703-746-7239.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the receptionist whose telephone number is 703-305-3900.


Jean Bolte Fleurantin

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